

## **OSKA study of transportation, logistics, motor vehicle repair and maintenance field**

### **Key findings**

#### **Employment will slightly decrease over the next decade (approx. 3%)**

- Increase is anticipated in the number of jobs for transportation and logistics managers and professionals, pilots and air traffic controllers, deck officers and ship - engineer officers.
- The number of jobs for seamen, ship enginemen, railway vehicle workers and drivers will decrease.
- The number of jobs for warehouse workers, transportation organisers, customs declarants, post workers and lifting equipment operators will decrease in the future.
- Employment in motor vehicle repair and maintenance will face moderate decrease (approx. 8%).
  - The need for motor vehicle technicians and work supervisors will decrease.
  - More jobs will be available for diagnostic technicians.

#### **Too many motor vehicle technicians are trained**

- More transportation organisers and motorised vehicle technicians are trained than jobs available for them in the future.
- More transportation and logistics managers and professionals, warehouse workers, public transportation and truck drivers need to be trained to meet the labour need in the future.
- There is a need for purchasing experts and warehouse managers with tertiary professional training.
- In the maritime sector, an increased need for training of deck officers and ship engineer officers with higher education is anticipated.
- On smaller ships with gross tonnage under 3,000, the management positions could be filled by employees with vocational education and training (VET), yet amendment of the Maritime Safety Act is presupposed.
- The ports and cargo terminals lack employees with dockworker training.
- Since the number of adult learners is increasing in VET, the learning opportunities should be more flexible.

#### **The general skills of new employees need to be developed**

- To successfully acquire the education and training related to transportation, logistics or motorised vehicles, good basic knowledge in science, technology and languages is necessary.

- Communication, analysis, management skills and constant training, initiative and adaptation skills support success on the labour market.
- Companies are not able to find suitable employees because of low level of job seekers' IT skills.
- Employees who use new technology are expected to have good knowledge of speciality specific ICT, develop their skills if necessary, be ready to participate in further training and to be creative in solving technical problems.
- Employees are expected to have varied skillset such as the skills to handle different materials, work with different types of vehicles, etc.

### **Background:**

- Driverless cars, smart transportation systems and parcel robots make people's lives easier.
- Nearly 60,000 people are employed on the field, which makes up 10% of all employed in Estonia.
- The salary level in logistics is about 1/3 higher than the Estonian average, while the salaries in transportation are about 1/5 lower.
- The following institutions offer education related to the main professions of the field:
  - o Higher education in Tallinn University of Technology, Estonian University of Life Sciences, TTK University of Applied Sciences, Estonian Entrepreneurship University of Applied Sciences, Estonian Aviation Academy.
  - o VET in 15 VET institutions, most at the Tartu Vocational Education Centre (11 curricula) and Tallinn Industrial Education Centre (9 curricula).
- OSKA transportation, logistics, motor vehicle repair and maintenance study focused on the question of how to change the training offered in VET and higher education to meet the field's labour force and skills need in a 10-year's perspective.
- Over five years, OSKA conducts labour force and skills anticipation studies in all the fields of Estonian economy and compares these to the training offered in VET and higher education.
- OSKA studies are conducted by the Estonian Qualifications Authority from the resources of European Social Fund.